



ANNUAL REPORT

FOR HEALTH PROMOTION FOR FACULTY & STAFF

2015 - 2016

Prepared by:
Stefanie Milroy, Director of HealthyUNCG
Lindsey Arthur, Graduate Assistant
Alexis Steptoe, Graduate Assistant
Spring 2016



HealthyUNCG is an initiative that began in August 2008 in response to the state mandate that all state agencies have an employee wellness program. Dr. Daniel Bibeau was appointed as the UNCG Wellness Leader. The program is overseen by a Director, Stefanie Milroy, and HealthyUNCG Advisory Board.

The mission of HealthyUNCG is to provide UNCG employees with information, programs, and services that help to promote a healthier lifestyle and a better quality of life.

Areas of focus include:

- Healthy Eating
- Stress Management
- Physical Activity
- Tobacco Cessation

In the 2015/16 year, HealthyUNCG continued to increase the offering of programs and services that help to promote a healthier lifestyle and a better quality of life for UNCG employees. Over the past year, HealthyUNCG had 2,714 contacts with employees through campus and community events and special presentations/tailored programming. The total number of employees actively participating in at least one program (not including events and special programming such as department presentations) was 330. HealthyUNCG continued the Online Personal Wellness Profile (PWP), the HealthyU Weight Management Program, funded group fitness for summer, fall and spring, made presentations to departments, provided health & wellness coaching with employees, and presented tailored programming, such as resistance band training and Eat This, Not That! to several departments across campus for various meetings and events. Three students from UNCG were provided learning opportunities with HealthyUNCG through assistantships, independent studies and internships during the past academic year.

I. 2015-16 Faculty and Staff Data for HealthyUNCG

Personal Wellness Profile Data 2009 – 2016

Below is the data from 2009 to June 2016 for the Personal Wellness Profile. HealthyUNCG first gave employees the opportunity to take the PWP in the Spring of 2009. This first group was a select group of staff members. Since 2009, 786 employees have completed the Personal Wellness Profile. The number of employees completing the PWP increased from last year to this one, Figure 1.

HealthyUNCG partnered again this year with Human Resources to provide employees the opportunity to take the online PWP during flu clinics on campus again this year. We had online



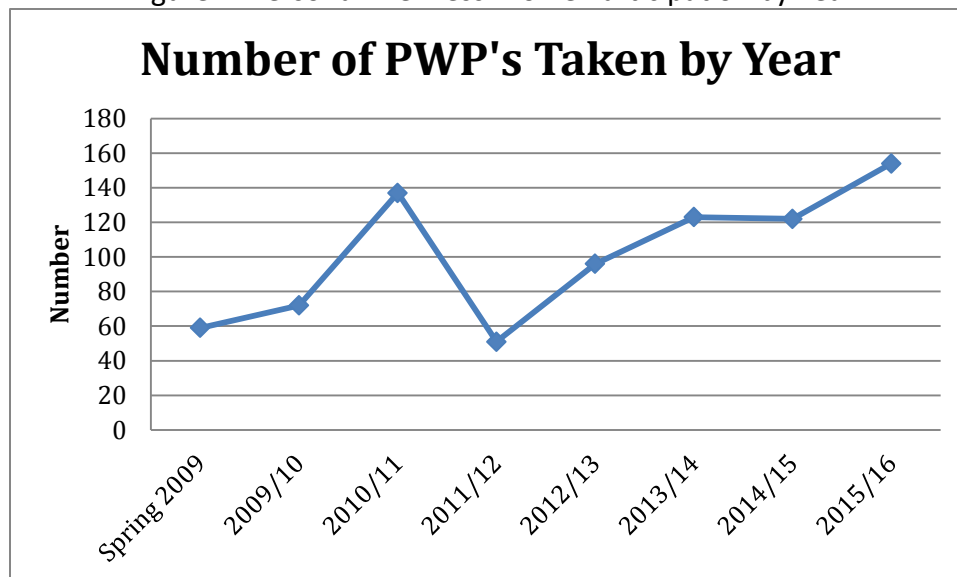
PWP stations set up during three flu clinic days on campus, and we had a great success increasing both our number of contacts and PWPs taken.

In the spring, we offered a promotional period in March, giving employees the opportunity to be entered into a drawing to win a one of several healthy prizes, including personal training, meetings with a registered dietician, and healthy, home-delivered meals, for taking the PWP. Employees were entered in the respective drawing if they completed the online PWP during the March 1st- 31st timeframe.

We had a total of 154 employees complete the PWP between July 1, 2015 and June 30, 2016.

Offering more convenient times to take the PWP resolved some of the barriers to taking the PWP such as feeling stressed to get their work done while at their desk and not wanting to take their lunch breaks to complete the questionnaire. Some employees still state that they are worried that other people will see their information. We continue to have some confusion surrounding the State Health Plan's health risk assessment versus the PWP. These concerns are discussed in section VI, Challenges.

Figure 1. Personal Wellness Profile Participation by Year



The demographics for participants are in Figures 2 and 3. The majority of the participants have been White, 79%. The remaining participants were African American (15%) and Other (6%). Three quarters of the participants have been women (75%). The participant gender (Figure 2) has fluctuated from the initial implementation to now. Historically, participants have been mostly staff. In 2009, the Personal Wellness Profile initially targeted staff to participate with staff making up 79% of those who took the PWP. Over the last three years with increased efforts to promote the PWP to all employees, however when the PWP migrated to an online



only questionnaire in 2012 we were no longer able to have participants distinguish their employee status through the online version.

Figure 2. Participant Gender by Year

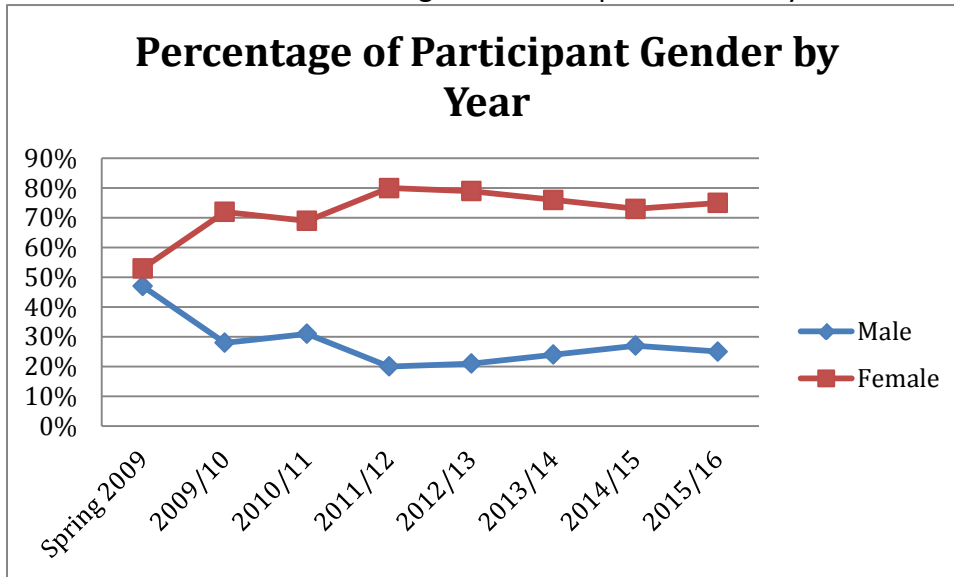
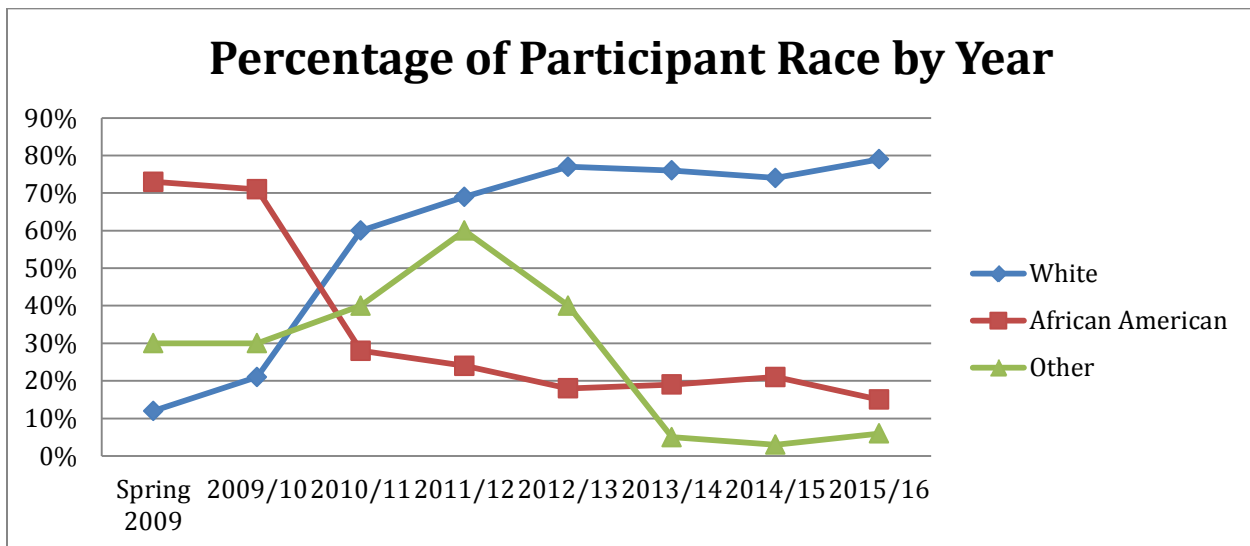


Figure 3. Participant Race by Year



The top six priority recommendations for health risks of the employee population have somewhat varied over the course of six and a half years, although the percentage of participants in each risk area has varied (Figure 4). There have been a few constants such as



Good Nutrition, Weight Management, Fitness promotion, and Osteoporosis. Osteoporosis continues to remain on the list due to risk factors associated with osteoporosis. For UNCG, this means that employees are reporting not being physically active at all or getting very little physical activity and also reporting low dairy consumption.

In the 2015-16 year, stress reduction has been replaced with blood pressure reduction as a top health priority. A third of UNCG employees, who took the PWP, reported being hypertensive or pre-hypertensive. HealthyUNCG uses the top six priority areas to decide where programming efforts should focus on. For the 2015/2016 year HealthyUNCG will focus programming efforts on: consuming a more nutritious diet, reducing weight, improving fitness levels, increasing amount of sleep, and reducing blood pressure.

Figure 4. Top Six Priority Recommendations Based on Prevalence of Risk by Year

Top Priority Areas	2012/2013	2013/2014	2014/2015	2015/2016
Good Nutrition	66% with 6+ risk factors	78% with 6+ risk factors	53.3% with 6+ risk factors	57.8% with 6+ risk factors
Weight Management	24% overweight/ obese	34% overweight/ obese	69% overweight/ obese	60.4% overweight/ obese
Fitness Promotion	74% < 5 days/wk	72% < 5 days/wk	68% < 5 days/wk	70% < 5 days/wk
Blood Pressure Reduction	31% Prehypertensive or Hypertensive	49% Prehypertensive or Hypertensive		33.1% Prehypertensive or Hypertensive
Osteoporosis	71% 2+ risk factors	71% 2+ risk factors	67.2% 2+ risk factors	71.4% 2+ risk factors
Sleep	46% Get inadequate sleep	43% Get inadequate sleep	47.5% Get inadequate sleep	58.4% Get inadequate sleep
Stress Reduction			28.7% with 2+ stress indicators	

III. HealthyUNCG Programs

During 2015-2016, HealthyUNCG continued to expand services and improve existing programs. Overall, the participation of UNCG employees in HealthyUNCG programs during the year increased over 2015-2016. We continued to meet with new departments to develop relationships and create awareness and revisited departments to maintain and strengthen relationships. In addition to ongoing professional development for staff, we created new



innovative programs while also updating past successful ones. Highlights and challenges for each of these programs during 2015-2016 are noted below:

◆ HealthyU:

- Aim of original study: The aim of this study is to provide a low cost, nationally conducted weight loss program to UNCG employees and to examine the effectiveness of individual health coaching on weight loss. This project will include weekly meetings that alternate between educational presentations in a support group setting and small group health coaching sessions with a certified Health and Wellness Coach. All individuals enrolled will participate in the educational sessions and the small group coaching sessions. The educational sessions will use the HealthyU program and WellU coaching materials to focus on providing basic health and nutritional information to participants in a supportive environment where they can share their experiences, successes and struggles with weight loss with individuals who are experiencing similar issues. A subset of randomly selected participants will also participate in individual health coaching with a certified Health & Wellness Coach.
- The original study was closed for the 2015-2016 academic year for review of the curriculum and measurement of success of the program. Participants no longer received health coaching and the HealthyU program consisted of 12 weeks of educational topics. The educational sessions used the HealthyU program and WellU coaching materials to focus on providing basic health and nutritional information to participants in a supportive environment where they can share their experiences, successes and struggles with weight loss with individuals who are experiencing similar issues.
- HealthyUNCG offered the HealthyU program to employees fall and spring semesters this year. The fall semester sessions were facilitated by Lindsey Arthur (GA) and Alexis Steptoe (GA). The spring semester sessions were facilitated by Lindsey Arthur (GA), Alexis Steptoe (GA), and Michael Rozzelle (intern).
- Eleven employees participated in HealthyU during the fall session, and 19 during the spring session. Spring 2016 was the first time HealthyUNCG offered two session times for HealthyU. The multiple session times were offered due to the amount of employees who registered for the program. Session times were offered from 12pm-1pm and 1pm-2pm.
- In the fall semester there was a completion rate of 70% (7 out of 10) and in the spring semester there was a completion rate of 65% (13 out of 20).
- Employees consistently lost weight during both sessions in the fall and spring. Average weight loss over the 12 weeks was 3.2 pounds. Participants had an average loss of 1.2 inches from their hips and an average of 0.4 inches from their





waist. Nearly half of the participants reduced their blood pressure (47.8%) with another 30.4% maintaining their blood pressure. Half of the participants decreased their BMI with another 45.8% who maintained their. Participants also experienced many physical, social and environmental benefits.

Figure 6. Physical Wellness Benefits Gained from TOPS as reported by participants

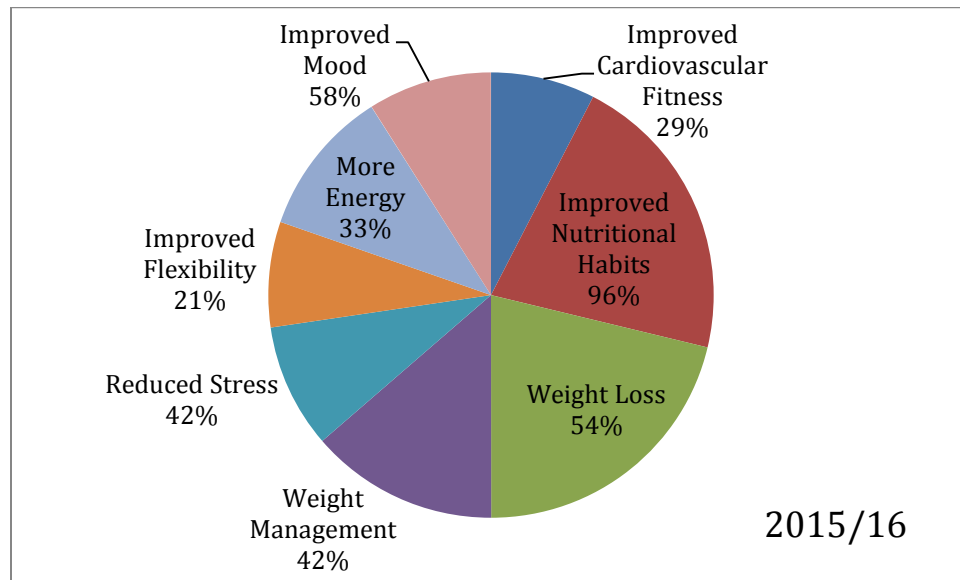


Figure 7. Social and Environmental Benefits from TOPS as reported by participants

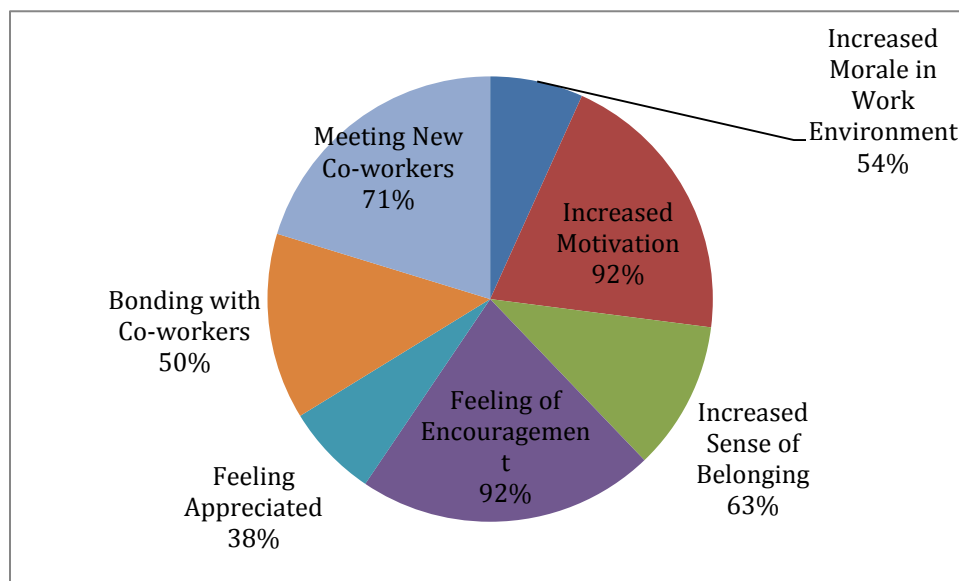
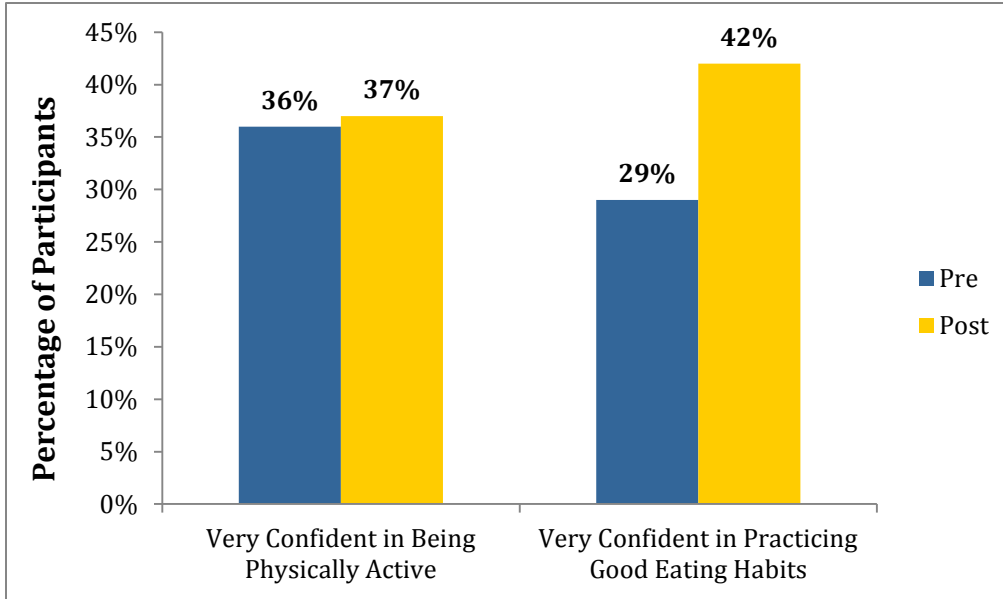




Figure 8. Participants' confidence in making healthy decisions also improved, as noted below:



◆ HealthyU with Housekeeping

- HealthyUNCG continued to offer HealthyU in the fall semester for the Housing and Residence Life Housekeeping Staff. The program lasted 8 weeks and alternated between basic health and nutritional information education and physical activity sessions. The sessions were facilitated by Lindsey Arthur (GA) and Alexis Steptoe (GA).
- Seven employees participated during the fall semester with a completion rate of 71.4% (5 out of 7). The group had an average weight gain of 3.1 pounds, but improved in their ability to perform functional tasks.





◆ Take Charge! Of Diabetes

- HealthyUNCG launched an eight week diabetes education workshop in the spring 2016 semester designed to help the participants, or caregivers, self-manage diabetes. Topics of the sessions included dealing with symptoms, importance of physical activity, healthy eating and managing carbohydrate intake, appropriate use of medication, and creating weekly action plans.
- The workshop was held with two separate groups, one at the Faculty Center and one with Housing and Residence Life Housekeeping Staff.
- Nine employees participated in the program offered at the Faculty Center with a completion rate of 78% (7 out of 9).
- Three employees participated in the program offered for the Housing and Residence Housekeeping Staff with a completion rate of 100% (3 out of 3).
- Half of the participants were newly diagnosed and the other half had been diagnosed at least 2 years go. The majority of participants were being treated medically via oral medication.
- Participants completed a baseline assessment and an 8 week followup. HealthyUNCG will conduct a 6 month followup in the fall.

Participant Results:

- Lowered fasting glucose (Figure 9)
- Increased number glucose checks per day from 1 per day to 2 per day
- Know what their A1C should be (Figure 10)
- Know what to do when having a high or low blood sugar episode (Figure 10)
- Improved self care (Figure 11)
- Increased physical activity (Figure 12)
- More frequent carb counting (Figure 13)
- Experienced fewer diabetic complications (Figure 14)
- Increased confidence (Figure 15)

Program Results:

- 100% of participants rated the workshop as a 4 or 5 (5 being excellent).
- 88% of participants rated the self management skills learner as a 4 or 5 (5 being excellent)
- 100% of participants rated the workshop leaders as a 4 or 5 (5 being excellent)
- 88% of participants are confident they can manage their condition
- 100% of participants plan on using at least one skill learned within the next month



- 100% of participants reported the skills learned will help them communicate more effectively with their health management team

Figure 9.

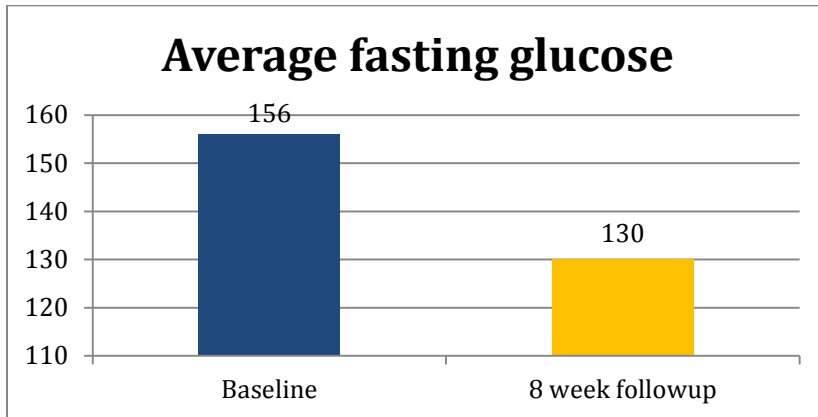


Figure 10.

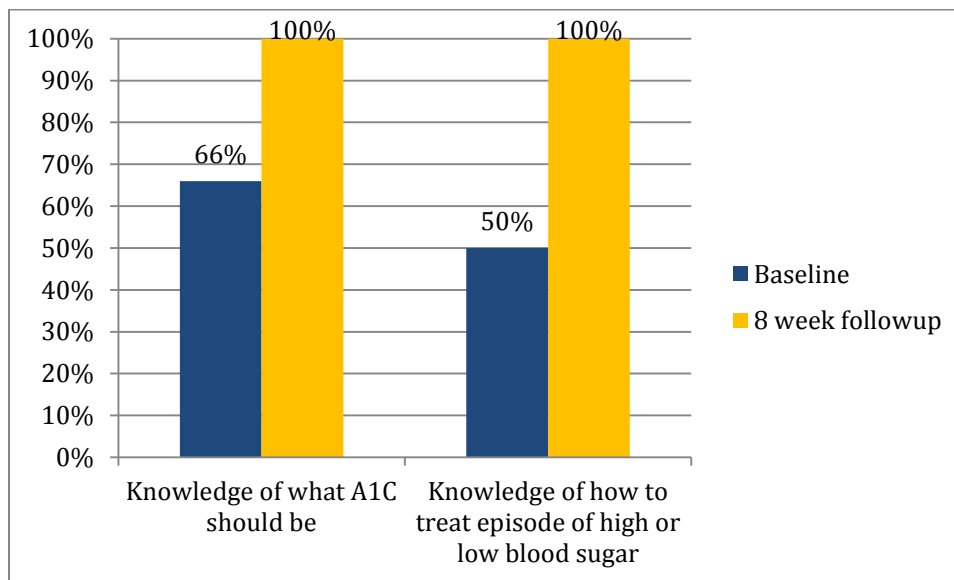


Figure 11.

	Baseline	8 week followup
Primary care visit in the last 6 months	100%	100%
Eyes dilated and examined in the past year	50%	71%
Feet examined in the past year	50%	86%



Teeth examined in the past year	83%	86%
Kidney function exam in the past year	33%	57%
Flu shot in the past year	83%	86%
Received pneumonia vaccine	17%	29%

Figure 12.

How often are you physically active for at least 30 minutes?

	Baseline	8 week followup
Never	17%	29%
At least 3 days/week	0%	50%

Figure 13.

How often do you count carbohydrates in a typical week?

	Baseline	8 week followup
Never	33%	0%
Occasionally	17%	14%
Most of the time	33%	71%
Always	17%	14%

Figure 14.

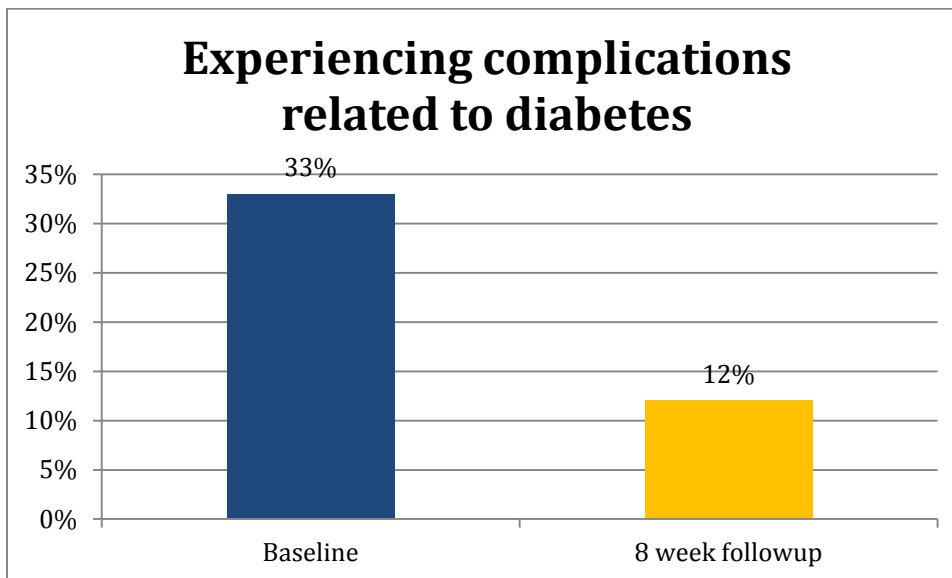


Figure 15.

How confident are you that you can...



	Baseline	8 week followup
Overcome barriers related to managing your diabetes	17%	57%
Speak comfortably or ask questions to your doctor	83%	86%
Make healthy choices for yourself	17%	71%

◆ Group Fitness

Our group fitness offerings are designed to encourage UNCG employees to become more active by participating in recreational activities hosted in partnership with the Student Recreation Center. Program offerings 2015-2016 year include Active U, Mindful U, NoonBall, and Aqua Aerobics. All programs are free to UNCG employees. Active U and Mindful U each contain 10-one hour group exercise classes. Active U classes focuses on aerobic and strength formats while Mindful U focuses on mind/body class formats. NoonBall hosts informal basketball games. Aqua aerobics are non-weight bearing exercises that take place in the Rosenthal pool in the Coleman building. The intended outcomes of the programs are to expose UNCG employees to the benefit of exercise, motivate them to adhere to an exercise program, and create a sense of belonging. Through these programs, we had 189 total participants. Attendance was down from the previous year. We feel that is due to the day/time change of classes. Our group fitness classes have historically been held on Tuesdays/Fridays at noon. However, the program assistant for Campus Rec, was unavailable at these times, so classes were moved to Mondays at 12:30. We plan to discuss these challenges with Campus Rec and offer more availability next year. Numbers were also lower due to no summer group fitness offerings. Campus Rec was relocating to a new facility over the summer, resulting in cancellation of all summer classes.

○ ActiveU

- Active U consists of 10-one hour group exercise classes. ActiveU classes focus on increasing cardiovascular fitness and strength through a variety of classes including, Cycle, TRX, Zumba, kickboxing, etc. The intended outcomes of Active U are to expose UNCG employees to the benefit of exercise, motivate them to adhere to an exercise program, and create a sense of belonging.
- Though we had experienced great success in the previous years, the ActiveU program had lower participation rates than the past. During the fall there were roughly 13 participants, a large reduction from the previous year. The Spring 2016 semester had 11 participants, less than half of the participation rates form the previous year. No ActiveU classes were offered over the summer due to the relocation of Campus Recreation. In addition to these things, Campus Rec was without an official director of fitness for the majority of the year. This factor interrupted the progression of HealthyUNCG's partnership with Campus Recreation.



- Changes in the times and days that ActiveU is offered may have contributed to the reduction in participation that we experienced this year. We have found that Monday classes are poorly attended, as well as Fridays.
- Active U has motivated participants to adhere to an exercise program and has created a sense of belonging in many different ways. Many participants noted their betterment in the social and wellness aspects of exercise and reported an increase in motivation, sense of belonging, and morale in work environments. Participants reported improvements in cardiovascular health, reduced stress, increased energy and increased mood when participating in Active U programs. Classes with the highest rate of attendance were TRX, Zumba and Cycle and, according to the survey, participants exercised more while participating in Active U programming.



- MindfulU
 - MindfulU offered 10 low impact fitness classes, focusing on the mind and body. The classes allowed for light physical activity and stress relief for employees during their lunch hour. Classes include yoga, pilates, and meditation, with the most well attended classes being Yogalates and Pilates.
 - MindfulU also experienced a dramatic reduction in the number of participants with 13 participants in the fall and 9 in the spring semester.
- Noon Ball
 - UNCG employees had been coming together to play basketball informally over the years but in recent years had moved off campus due to lack of space, safety and other issues on campus. The Student Recreation Center in partnership with HealthyUNCG worked to develop a more formal Noon Ball program for employees to participate in beginning Fall 2013. This also allowed for an additional day of free fitness opportunity for employees.
 - Noon Ball allowed for UNCG employees to play a game of pick up basketball every Wednesday from 12 – 1pm on courts #2 and #3 of the Student Recreation Center. Noon Ball is free to UNCG employees and employees may bring a guest for \$3. All equipment is provided at no additional cost as well.
 - Noon Ball numbers have tapered off similar to ActiveU and MindfulU numbers with roughly 10-15 participants. This reduction may be due to a lack in advertising or space conflicts within Campus Rec.



- ◆ Fitness Lending Library
 - Launched in the Spring of 2015, the Fitness Lending Library (FLL) provides employees with the opportunity to check out and use various fitness equipment.
 - Employees are able to check out equipment on HealthyUNCG's website by watching a safety video and choosing what equipment they would like to check out.
 - HealthyUNCG staff responds to equipment requests to coordinate delivery and pick up times.
 - Since the launch of the FLL, 62 employees have checked out over 50 items.
 - This year HealthyUNCG added 24 new pieces of equipment to our FLL inventory. New items were purchased based on feedback from our Fitness Lending Library survey, asking employees what type of equipment they were interested in. Items include balance ball chairs for the office, foam rollers, TRX bands, and more fitness videos.
 - Fifty-seven percent of employees were satisfied with the checkout time-frame, with 21.4% indicating being somewhat dissatisfied and an increase of checkout duration to 3-4 weeks.
 - Ninety-three percent of employees were pleased with the delivery and pickup services of items.
 - One hundred percent of employees indicated they were satisfied with the items they checked out and that those items met their needs.
 - Ninety-three percent stated they would be interested in occasional events or classes that would showcase how to use various Fitness Lending Library items.
 - Additional comments from the survey included:

"I am thankful for this program, thank you!"

"Love this! You guys are wonderful for providing this service."

"Thank you for this great resource!"

"I think this is a really great service and I really appreciate being able to check out fitness DVDs. This was super convenient."

"A staff member brought the item I requested to an exercise class I was taking. I appreciate that extra bit of customer service."

- ◆ WellU Coaching Services
 - WellU Coaching Services offers employees 12 free sessions with a certified wellness coach. A wellness coach will help give structure, accountability, and support to allow the client to learn and grow beyond what he/she may be able to do alone. A Well-U coach is a trained person who will work with clients to help them find ways to continue along a path to a healthier lifestyle. The coach looks at all areas of one's life prior to helping them develop ideas for making changes. A Well-U Coach can help clients identify and clarify what's important to them and will be their partner to help them make those changes. All coaching sessions



are confidential. All of the Well-U Coaches are trained by UNCG Health Coach Training Programs.

- Unfortunately, due to lack of funding, resources and coaches, we were unable to advertise this service to employees this year. Only 2 employees were coached in the 2016-2017 year. We hope to gain more resources next year to enable us to offer this extremely beneficial service to employees.
- Health Coaching Evaluation Results from 2014-15:
 - Clients cited a variety of reasons for working with a health & wellness coach.
 - *I wanted to be more balanced (work/life balance) and to relieve stress.*
 - *I needed an extra push, greater accountability to achieve my personal wellness goals.*
 - *I thought it would be a great resource for keeping me on track with my goals while adjusting to my new position at UNCG.*
 - *I needed encouragement to follow a healthy eating plan.*
 - *I felt stuck in many areas of my life.*
 - *I wanted to lose weight.*
 - *I just had my second child, adding extra weight. I wanted to begin working towards getting back to a healthy weight.*
 - 94% of clients reported making progress toward their goal or reason for working with a coach. Comments:
 - *I met with my individual coach weekly for an entire semester and lost 20 pounds.*
 - *My coach helped me focus on what I needed to do to make steps toward permanent weight loss.*
 - *My coach helped me set realistic goals, not be too hard on myself and celebrate successes.*
 - 94% reported being comfortable or extremely comfortable during their coaching sessions.
 - *My coach seemed to understand my issues.*
 - *My coach is a phenomenal cheerleader and coach. I felt encouraged, heard and supported.*
 - 58% of respondents rated their overall experience with Well-U Coaching Services as great, while 42% rated their experience as either good or ok. No one rated their experience as bad.
 - 97% of clients indicated that they would recommend Well-U Coaching Services to a friend. Comments from clients are below:
 - *It's helpful but there is "no pressure." Not like seeing a doctor – goal is not specifically numbers but your defined goals.*
 - *It's a non threatening, relaxed way to work on the goal that you select. It was also convenient.*



- *My coach really helped me to establish meaningful goals and to work towards them. I'm healthier because of working with her.*
 - *Coaching provided resources, support and accountability when I needed it.*
 - We asked clients what the best part of working with their coach was and they told us:
 - *I had to craft goals and specific steps towards meeting those goals. I had someone to hold me accountable but to also support me.*
 - *Having someone to talk with about my goals – challenges and successes. Oh, and it's free!*
 - *Having someone help me identify some challenges and strategies to address the challenges and having support as I tried new strategies.*
 - Some of the responses to the question, Is there anything else you'd like to share included:
 - *Thank you for providing this valuable service!*
 - *I've enjoyed the experience. It has helped me to shape goals, mark, and make progress towards them.*
 - *Highly recommended.*
 - *It was a very helpful and supportive environment and helped me think about this journey differently.*
- ◆ Tailored Programs
- This year we continued offering tailored programming to departments and programs both on campus and off campus. Our expansion on this programming includes tailored programs for departmental meetings, retreats or other department events.
 - This year we offered tailored programming to 5 departments and 83 employees. Programs included Substitution Solutions, Mindful or Mind Full?, Eat This Not That, and Smoothie Secrets Revealed.
 - In addition to on campus programming, we offered worksites wellness programming in the community with a pre-existing partnership, Total Computer Solutions. During the spring and fall semesters we visited TCS quarterly to offer programs like Rethink Your Drink, Heart Health, All About The Labels, and Mindfulness. Approximately 20-25 employees attended each session.

IV. HealthyUNCG Events

- Miles for Wellness
 - This year we continued participation in the Miles 4 Wellness walking





challenge sponsored by the Statewide Health & Wellness coordinator's office in Raleigh. This is the fourth year that we participated in this challenge. UNCG teams participated in the challenge with teams from state agencies across North Carolina. The competition for UNCG teams was coordinated by Alexis Steptoe, HealthyUNCG first year GA.

- UNCG had approximately 143 employees participate. There were a total of 14 teams that walked an average of 32,482 miles in 8 weeks. UNCG's own HR Superstars placed 3rd, overall in the State, in the hare division of the statewide challenge.
- The State offers the challenge in both Fall and Spring but this year, UNCG decided to only participate in the fall challenge. This decision was made based on employee feedback. After noticing a reduction in participation, we polled the teams that participated over the past few years and learned that they enjoy the challenge but once per year is enough.

- STRIVE for a HealthierU Month

This year HealthyUNCG changed UNCG's employee wellness week to a whole month. The month consists of healthy events exclusively for UNCG faculty and staff. During STRIVE Month HealthyUNCG was able to collaborate with both on campus departments and community organizations.

This year's STRIVE for a HealthierU Month was held the month of October. Throughout the month employees had the opportunity to take the PWP while getting a flu shot, relax and pet a variety of animals with Kopper Top Life Learning Center, enjoy healthy foods during a cooking demo through the Nutrition Department, samples in the EUC, and attend yoga and HIIT in the park.

- **PWP Promotion:** PWP stations were made available at the flu clinic for employees to take and receive a free HealthyUNCG t-shirt for those who completed their PWP. At the flu clinic alone we had 109 people complete the PWP, which was around 16% of those attending the clinic.
- **Healthy-Simple-Tasty Cooking Demo:** The event allowed employees to sample various healthy foods, as well as provided employees with instruction on how to make each dish and the nutritional information. The partnership with the Department of Nutrition and Dining Services allowed for samples of: black bean and salsa soup, cinnamon baked apples, Mediterranean olive bread, and sweet potato and quinoa salad. The event had 16 attendees. See feedback below.
 - *It was awesome! I really enjoyed the students' demonstrations. The Instructors were a lot of fun. The recipes were delicious! I had a great time! Looking forward to the next one!*



- *This was a great event! The instructors did an excellent job. The food was simple to prepare as well as tasty. I hope that HealthyUNCG will be able to offer more of these in the future.*
- *Fabulous!! I decided to make the black bean and salsa soup for our program's next potluck. I'll let you know if I have any left-I kind of doubt it!*
- *I enjoyed the class and watching the food being prepared. It was great to be able to ask questions and get the recipes so that I could try them myself at home.*
- *Everything about it was excellent!*



- **Yoga in the Park:** A 45 minute session that blended balance, strength, flexibility, and power that is doable by individuals at any level of fitness. The location had to be changed due to inclement weather and was held in the TRX studio. Due to the rainy weather and relocation, the event had a total of only 6 attendees.
- **HIIT in the Park:** An hour long session that used High Intensity Interval Training, which focuses on alternating periods of short, intense, anaerobic exercise with less-intense recovery periods. The location had to be changed due to inclement weather and was held in the Fitness Studio in the Campus Recreation Building. The event had a total of 6 attendees.
- **Kopper Top Animal Therapy Day:** The event provided an opportunity for employees to relieve stress through interacting with animals. The Kopper Top Life Learning Center, a non-profit organization, brought four cats, five dogs, and one bunny for the event. Kopper Top uses non-clinical atmosphere by providing therapeutic horseback riding, recreational therapy, animal-assisted therapy, and horticulture therapy to individuals with or without disabilities. A combined total of approximately 250 employees and





students attended.

- ◆ Employee Field Day
 - The 2nd Annual Employee Field Day was held April 29th. The original date was April 22nd, but the date had to be moved due to rain. The field day idea was suggested during a HealthyUNCG Advisory Board Meeting in 2014 to replace the Employee Intramurals Day from the previous year. The board members highly supported the idea and discussed how it would be a fun, new way to reach out to faculty and staff, while promoting physical activity and stress relief.
 - HealthyUNCG partnered with Staff Senate again this year. HealthyUNCG coordinated, planned and staffed the event. Staff Senate provided food and marketed the event. Staff Senate also hosted a donation drive for the Triad SPCA in conjunction with the event.
 - HealthyUNCG, intern, Michael Rozelle (undergraduate student in Kinesiology), led the event this year. He was responsible for the planning of logistics, games and volunteers.
 - Employee Field Day lasted from 11am to 2pm and hosted a variety of events, including a hula hooping contest, spooner board races, water balloon carry, ball toss, and relay games. The event took place in Foust Park. Each event occurred in 15 minute “heats” that were repeated each hour. Winners from each category were awarded a HealthyUNCG Employee Field Day 2016 trophy. The event had approximately 150 attendees.



V. Educational opportunities and relationship development

- ◆ Conferences and Presentations
 - Making the Grade in Worksite Wellness Conference
 - In 2011, HealthyUNCG hosted Making the Grade in Worksite Wellness. This was a one day workshop that invited all the state universities and



community colleges to come together and discuss the state mandate that all public universities and community colleges have an employee wellness program. This was a day to share barriers and resources, as well as gain support.

- It was our desire to host this workshop again and to make it an annual event. The workshop was held September 22, 2015. Dr. Mike Perko, professor, UNCG Public Health Education, Wellness Council of America Board Chair and nationally recognized workplace wellness consultant.
- Nine universities participated in this one day event.
- From this event, a conference planning team was created. Plans are to move the conference each year from Triad region, East, and West. UNCW will host next year's conference in October. Based on conference feedback, it will be a two day event.

○ Health Coaching Conference

- Stefanie Milroy attended and tabled at the Health 2.0: Redesigning Health and Wellness Coaching in the Community hosted by UNCG Health Coaching Programs in October 2016.
- HealthyUNCG hosted an exhibit featuring our own, "HealthyU" weight management program. Our program is unique in that we studied the effects of individual versus group health coaching on weight loss. We offered information on our curriculum and results, as well as consultation on making the program work for your setting.

◆ Trainings and Certifications

- During the 2015-16 year, we continued to work with UNCG Health Coaching Programs to provide training and support for HealthyUNCG Well-U Health Coaches.

- Two HealthyUNCG student staff members were trained in the 2014-15 year. They each served as health coaches to UNCG employees following their training.

- Life Design Catalyst Training

- HealthyUNCG Director and Staff attended UNCG's Dr. Bill Johnson's Life Design Catalyst Training in December 2015.
- The training was designed to inspire change by conducting explorations, directing meaningful paths, and empowering others to find their way. HealthyUNCG will utilize skills taught in this training in conjunction with health coach offerings.



◆ Student Engagement and Opportunities



- HealthyUNCG provides two graduate assistantships per academic year. HealthyUNCG GAs must be enrolled full time in the Master of Public Health program and be available to work 20 hours per week onsite. This year's graduate assistantships were given to Alexis Steptoe and Lindsey Arthur. HealthyUNCG could not operate to the capacity in which it does without these graduate students. They do everything from maintain our webpage and social media and email account, to taking care of the day to day office tasks, to planning and implementing HealthyUNCG programming all over campus.
- HealthyUNCG provided one internship this year.
 - Michael Rozzelle, undergraduate student in Kinesiology at UNCG, completed a 300 hour internship in Spring 2016.
 - Michael was responsible for planning Employee Field Day. He also led the physical activity portion of HealthyU, conducted fitness assessments and prescription, and also recorded two desk fitness videos for HealthyUNCG's website.
- HealthyUNCG director, Stefanie Milroy, presented to several UNCG public health education classes on what worksite wellness is and why it is important. Good feedback was received in all of the classes, and many students made appointments to meet with Stefanie to learn more about the field.
 - HEA 601: Foundations in Health Education
 - HEA 616: Worksite Health Promotion
 - South University: Public Health Education Interest Panel
- ◆ Committees and Leadership
 - HealthyUNCG Advisory Committee
 - The HealthyUNCG Advisory Committee, comprised of 15 employees from various units on campus, directed HealthyUNCG toward a successful year. The Advisory Committee is required by the State Personnel Commission and is a Chancellor appointed committee. The role of the board is to identify, recommend, and promote new and existing wellness efforts, advocate for resources to support evidenced-based wellness, and foster a campus culture encouraging healthy behaviors.
 - The 2015/16 Advisory Committee includes members from Counseling, Nutrition, Kinesiology, Nursing, Dining Services, Public Health Education, Sustainability, Student Health Services, Campus Recreation, and Human Resources, Staff Senate, University Relations, Facilities, and Office of Safety.
 - HHS Community, Action, Recreation, Education, Service (CARES)
 - Stefanie Milroy was asked to sit on the HHS Community, Action, Recreation, Education, Service (CARES) Committee for a third year. This committee was formed by Dean Celia Hooper. Dean Hooper was charged with supporting the formation of an HHS culture and identity. As part of that service,



HealthyUNCG was invited to participate in the Health and Human Sciences Health & Wellness Expo. The expo aimed to increase student and faculty participation in HHS programs, while also generating interest in departmental research. Each department in HHS had a table where they presented this information and engaged attendees with interactive activities. HealthyUNCG showcased various fitness lending library items. Close to 250 people attended the expo.

- HHS Work/Life Balance Committee
 - HHS formed a work/life balance committee in late Fall 2014. Stefanie Milroy is one of 7 HHS faculty/staff that sit on the committee.
 - Many of HealthyUNCG's programs and services offer employees ways to balance work life with their personal wellness goals. Maintaining proper balance is critical to one's health, making this a priority for HealthyUNCG.

VI. Challenges

There were challenges during the 2015-2016 year. The main challenges continue to be participation and promotional efforts.

Participation

- PWP Participation
 - Participation in the Personal Wellness Profile continues to increase each year. The PWP has been widely marketed through Campus Weekly, Flu Clinics and internal promotions that run twice a year. Despite growth and efforts, the PWP number of participants taking advantage of this opportunity still remains low overall. We see much greater participation in our programs and events. The University does not make the PWP mandatory. HealthyUNCG also does not have a fund for incentives. Support of the PWP from upper administration is critical to the success of the PWP. We met with the new Chancellor (Gilliam) in the spring, and he has agreed to publicly support the PWP in the coming year. We have also requested a budget increase to include a fund that would allow us to purchase incentives.
 - One challenge that we continue to face is the 2013 change in the UNCG insurance plan (State Health Plan). Employees are offered a rate discount in the 80/20 plan if they participate in the State Health Plan's Health Risk Assessment. Many employees are confused by thinking that HealthyUNCG's PWP and the State's HRA are the same thing. We did research the State's HRA to investigate the need for our PWP and to also inquire about result sharing. In the end, we could not merge the two due to HIPPA and also major differences between the two assessments. The State is not allowed to give us specific information as to



who has taken the State HRA and/or UNCG specific information. HealthyUNCG's PWP allows us to look at information specific to UNCG so that we can develop provide UNCG employees with information, programs, and services that help to promote a healthier lifestyle and a better quality of life. In addition, the two were simply incomparable. The State's HRA is a 20 question assessment that provides very little information on results, whereas HealthyUNCG's PWP is a 76 question assessment with a 20+ page report. We also offer the service of a health educator or health coach to go over results with you. In order to reduce this confusion, especially during open enrollment period, we plan to make a handout explaining each and make chart to compare how the PWP is different than the State Health Plan. We do not want to discourage employees from participating in the State's HRA, but we do want to encourage them to take an additional step in managing their health and bettering their workplace by participating in the PWP.

- Actions to increase participation include or could include:
 - Continue partnership with Campus Weekly and with Human Resources Flu Clinic.
 - Create a stronger partnership with Human Resources. Educate them on the differences between the State Health Plan assessment and UNCG's PWP so that they can promote it at new employee orientation or other benefit presentations.
 - Have upper administration/leadership at the University complete the PWP and create a video or make a statement indicating that they have taken it, it was easy and that they feel confident that their information is safe. Visible leadership support is one of the key elements to a successful work place health promotion program.

Promotion/Marketing

- Promoting programs so that employees are aware of them and to increase participation has been an ongoing challenge and continues to be perhaps our biggest challenge, mainly due to lack of communication channels and budget. Email and the HealthyUNCG Facebook page have been our primary methods of promotional communication. Promotional materials are sent to the Advisory Board, HR Liasons, and HealthyUNCG listserv via email to disseminate to their departments. These methods have worked to an extent. One of the issues that we have with email is that we cannot send an email to every employee, limiting the people who receive the emails to those who have participated in other HealthyUNCG programs or signed up to be on the contact list.
- We also have a large employee population, who do not regularly receive emails, such as our facilities and housekeeping staff. Paper flyers and brochures are still the best way to reach these individuals, but HealthyUNCG does not have the



budget to support printing costs. We do advertise on their electronic news boards, but many employees have stated to us that they do not pay regular attention to them to get their news.

- Actions to promote and market include:
 - A HealthyUNCG Listserve was created and now employees can sign up via our website just by entering their email. This allows us to contact people who are interested in programs but have not yet participated.
 - Create a HealthyUNCG newsletter to go out at the beginning of each semester when our programs are beginning.
 - Utilize Advisory Board members to market UNCG programs to their departments and in their newsletters.
 - Feature upcoming programs in Campus Weekly.
 - Partnership with HR allows HR to send us new employee list each month and we email those employees our e-brochure.
 - There are other methods that have been considered, including fliers, yard stakes or other printed materials however we have held off on these methods due to budget restraints.

Resources

- Funding
 - HealthyUNCG has experienced tremendous growth since our inception in 2009. More employees have been reached through the addition of new programs and the growth of others. We now have over 25% of current employees actively engaged in one or more programs. Our funding however (\$10,000 per year), has remained the same since 2008. Due to the rise in participation, cost of programming has increased. This leaves HealthyUNCG with no allowance for travel, professional development, marketing, and supplies. Our current state funding also does not allow for the purchase of incentives or food. A discretionary fund is needed so that we can continue to purchase supplies, such as promotional items, rewards for special events such as field day, and food for cooking classes.
 - In order to continue meeting the needs of our employees, HealthyUNCG must be granted additional funding or will need to seek external funding. HealthyUNCG met with Chancellor Gilliam in early spring and explained to him the need. He has agreed to work with us on this issue, although we do not have commitment of an increase yet.

Staff

- Having enough staff for the amount of work continues to be a challenge. Currently, HealthyUNCG is funded for one FTE and two, 20-hour per week graduate assistants. We normally try to take one intern each spring. With the demand for programming



- increasing, it is harder to find the time to meet the need while also maintaining sufficient time in the office for management, meetings, planning, record keeping and reporting.
- A request for an additional GA and/or another FTE staff was requested in our spring meeting with the Chancellor.

Storage

- Office space and storage has been a challenge this year. While we are excited to be housed in the School of Health and Human Sciences Coleman Building in a highly visible location, the space is considerably small for our needs and does not offer storage.
- HealthyUNCG has two small offices in the Coleman Building. One office is shared by two graduate assistants and the director is in the second. In the spring, we gained an intern and he worked with a laptop in one of the two offices, depending on space. There was no permanent space for the intern and many times staff work in the common area outside of the HealthyUNCG offices. Aside from a place to house interns, the office space, while not ideal, is workable considering we are mostly “out of office” programming throughout the most of the day.
- Storage seems to be the more prominent space issue. Up until this year, HealthyUNCG had a small amount of storage space in the 126 Research Suite and in Coleman 420. We lost both of those spaces this year, due to growth of the Center for Women’s Health and Wellness and Public Health Education. The Dean’s office was able to provide us with a storage closet in Fleming Gym. This storage closet is shared by the Dean’s office and also Athletics. This has provided some storage for us, but with the expansion of the Fitness Lending Library, and the ever increasing number of programs offered, equipment, supplies and marketing materials as well as it being a shared storage space, the storage capacity is still limited and many items are left to be stored in our offices (especially those of confidential nature). Additionally, the storage is a shared space. There have also been a few occasions (such as gym floor resurfacing, graduation, and athletic practices) in which we could not gain access to our storage. During the floor resurfacing weeks, we had to shut down our Fitness Lending Library program because we could not access the equipment. We also have had many occasions where athletic equipment has completely blocked our items, making it unsafe to attempt to retrieve them. Unfortunately, we also lost about \$250 items from the closet this year due to theft. Currently, HealthyUNCG has only minimal storage space in the new building. We will pursue more storage space and solutions for HealthyUNCG in the upcoming year.

Family/Medical Leave

- Director, Stefanie Milroy, went out on maternity leave in April – July 2016. HealthyUNCG had to halt progress on certain committees and projects due to leave, but will resume in the fall when she returns.



VII. Plans for 2016-2017

During the next year, HealthyUNCG will continue to focus on visibility, growth and increasing participation in the PWP. We will continue to expand our current programs to meet demand and needs as well as revise some of them. Specific needs that need attention and planning are noted below:

HealthyU Curriculum Revision

- HealthyUNCG formed a curriculum revision team to address the current HealthyU curriculum. After presenting at the National Wellness Conference, HealthyU gained much recognition on a national and local level. Requests for our curriculum have been made. At the same time, HealthyU is growing on campus but a lack of active health coaches available to volunteer, has made this difficult. We recognized the need to streamline our curriculum and process so HealthyU can be shared as a model program across other worksites and for its functionality on our own campus.
- HealthyUNCG GA took the lead for this revision team and completed a thorough literature review of the nation's best weight management and health coaching programs and made recommendations at our final meeting in April. The curriculum revision team will continue to work together in the following year to begin the writing of the curriculum, based on these changes.

Funding

- HealthyUNCG has experienced tremendous growth since its inception in 2009. We are now engaging 25% of on campus employees and reaching hundreds more. While demand and need has increased, HealthyUNCG's budget and resources have stayed the same since 2009. The need for more funding and resources is evident. HealthyUNCG will pursue additional support options from the UNCG Wellness Leader, Office of Health and Human Sciences and UNCG Provost and Chancellor's office in the 2016-17 year.

Promotion/Marketing

- HealthyUNCG will continue to promote our services through the use of social media, email and the website. We hope for a budget increase to produce our paper brochures and flyers for those without email access. HealthyUNCG has been successful this year at linking into other campus newsletters and websites and will continue to attempt the same in 2015-16. HealthyUNCG will also pursue a stronger relationship with Human Resources to collaborate on many opportunities for collaboration and wellness initiatives led by each.

Making the Grade in Worksite Wellness

- In 2011, HealthyUNCG hosted Making the Grade in Worksite Wellness. This was a one day workshop that invited all the state universities and community colleges to come together and discuss the state mandate that all public universities and community



colleges have an employee wellness program. This was a day to share barriers and resources, as well as gain support.

- We would like to host that workshop again in 2015. The workshop date has been set for September 22, 2015. It is our goal to make this an annual event.

Health Coaching

- HealthyUNCG will explore options to better serve the coaching needs of our employees. At times, there have been more requests for coaches than we have coaches available. HealthyUNCG will meet with UNCG Health Coaching Programs Team to determine a strategy.

Group Fitness

- We are excited about the new Recreation Center being built and hope that this will allow us to expand our employee fitness offerings.



APPENDICES

Appendix A: Mission Statement

To provide UNCG employees with information, programs, and services that help to promote a healthier lifestyle and a better quality of life.

Appendix B: Personnel

Stefanie Milroy remains as director since 2013. She will be going up from promotion within the School of Health and Human Sciences in spring 2017.

Lindsey Arthur, MPH Graduate Assistant, graduated and her assistantship ended as of May 6, 2015.

Alexis Steptoe was hired as a MPH graduate assistant with HealthyUNCG in August 2015. She will continue with HealthyUNCG over the summer and through the end of next academic year. Her contract for the upcoming year will transition from 12 months to 9 months.

Michael Rozzelle, undergraduate student in Kinesiology, completed a 300 hour internship with HealthyUNCG in Spring 2016.

HealthyUNCG has hired a new graduate assistant, Scarlett Boyd, for the 2016/17 academic year. The contract for this GA will be 12 months for the first year and 9 months for the second year.